

**GENERAL STATEMENT OF DIVERSITY PRINCIPLES
(AS MODIFIED BY COMBAR 7/22/05)**

The State Bar of California and all signatories to these principles affirm our commitment to fostering diversity in the legal profession. Diversity is an inclusive concept and encompasses, without limitation, race, color, ethnicity, gender, sexual orientation, gender identity and expression, disability, religion, nationality, age, marital and familial status, as well as practice setting, geographical location, prior experience and length of time in practice. A commitment to diversity reflects the needs of the legal profession for the best minds to address the increasingly complex needs of diverse customers and communities. Greater diversity allows the legal profession to become more creative, effective and just. Diversity brings more varied perspectives, talents and interests to the practice of law and the administration of justice. Diversity is important to the success of law firms, corporate or government law departments, legal services programs, law schools, public service organizations, bar associations and every other organization that includes attorneys.

To facilitate diversity in the profession, the signatories pledge to encourage diversity by recruiting, mentoring and promoting attorneys to leadership positions within our respective organizations.

The Signatories will actively pursue inclusiveness in the recruitment of members. Toward this end, the signatories shall undertake to implement the following:

1. Recruiting diverse persons to participate in each of our organizations;
2. Mentoring and retaining diverse members in our organizations; and
3. Developing individuals for leadership positions by giving them challenging tasks and the opportunity to represent our entities in public appearances, educational programs, and other prominent roles.

Measuring Success: With the adoption of these principles, the State Bar of California will collect information, compile statistics, and disseminate information to their membership, and will look to the law schools and community to encourage the commitment to diversity. Each year the State Bar of California will recognize the organizations (i.e. bar association, law firm, law school) that have made significant efforts to increase diversity.